

EMPLOYEE INFORMATION SHEET

José Henry Gonzalez

NAME

69-13 53 Rd Drive

HOME ADDRESS

Maspeth NY 11378

CITY/STATE/ZIP

(718) 396 14 20

HOME TELEPHONE NUMBER

(917) 331 0163

EMERGENCY CONTACT/PHONE #

(718) 939 8085

PHYSICIAN/PHONE NUMBER

SEND TO CORPORATE OFFICE:

W-4 FEDERAL/STATE

EMPLOYMENT AGREEMENT

INSURANCE ENROLLMENT FORM:

A. WANTS COVERAGE

B. DECLINES COVERAGE

LONG TERM DISABILITY FORM

1-9 IMMIGRATION FORM

EMPLOYEE INFO SHEET

SIGN PAGE FROM EMP MANUAL

SAVINGS FORM

DIRECT DEPOSIT AUTH. FORM

BENEFIT ENHANCER FORM

DMV AUTHORIZATION

DOCTOR DRG DESIGNATION

[REDACTED]
SOCIAL SECURITY NUMBER04 28 64

DATE OF BIRTH

910 489 853

DRIVER'S LICENSE # /STATE

4 Jun 4 2007

DATE OF HIRE

\$ 40,000 per Year

RATE OF PAY/FULL TIME/PART TIME

b30 / Installer

BRANCH # /POSITION

EMPLOYEE MGR

SENT TO

INITIAL

INITIAL

CORPORATE

JH

STATEMENT OF AWARENESS

THIS STATEMENT OF AWARENESS SHOULD BE READ CAREFULLY BEFORE SIGNING

I have read and fully understand the rules and policies described in this handbook and I understand that they may be changed by the Company at any time without prior notice to me. I understand that any changes in the rules and policies will be in writing. I understand that any violation or deviation from the Company's rules and policies by me is a serious matter and may result in disciplinary action, including discharge. I agree to conform to the rules and policies of the Company.

I understand that, although certain of the Company's rules and policies specifically provide for discharge in the event of violation, the circumstances under which I may be discharged are not limited to failure to comply with those or any other rules or policies contained in this handbook. I understand that my employment by the Company can be terminated with or without cause and with or without notice, at any time, at my option or at the option of the Company. I understand that no manager or representative of the Company other than its Chief Executive officer has any authority to enter into any agreement with me for employment not covered in the provisions of this Statement of Awareness. I understand that no manager or representative of the Company other than the Chief Executive Officer (or such persons as might be designed) has any authority to alter or amend the Company's rules and policies. I understand that no rule or policy can be changed orally and that all changes, if any, must be in writing.

José Harry Gonzalez 5-4-2007
~ (Name) (Date)



(Signature)

BL. 630

(Location and Department)



Written Warning

Corrective Action Form

Employee Name

Jose Henry Gonzalez

Date of Warning: 1.19.11

Branch: 1030

Type of Violation (circle) Attendance Safety Dishonesty/Theft Carelessness Tardiness
 Insubordination Work Quality Drug/Alcohol

Violation Date: 1.18.11

Violation Time: _____

Place: _____

Company Statement:

See attachment

Employee Statement:

I agree with Statement

I disagree with Statement for the
following reasons:

Refused to work
 or call it wants
 more money. Asked
 her me to fire him
 so we can get un-
 employment

Employee Signature: _____

Date: _____

Warning Decision

Henry must improve his work quality and communication
to management.

Approved by:

Samuel Villanueva

Title:

Branch Manager

Date:

1.19.11

Previous Warnings:

Date: _____

V/W _____

Date: _____

V/W _____

I have read this "warning decision" and understand it.

Employee Signature

Date

Supervisor's Signature

Date

Follow-Up Date: _____

Refuse to sign

1-19-11

Henry went to a service call while on call on 1-17-11 to Sea Rest. He reported to the Manager that the machine at the location was still down because it required a drain and a fill button. I asked him why didn't he return to the office get the parts and replace it he had no answer. The task of changing out the switches was given to a route driver that was nearest the call. The driver called saying he changed out the switches but couldn't get the machine to work. When I called Henry to ask how did he diagnose the machine to find the switches to be the problem, he replied he didn't know but that the machine had lots of problems, there were tons of things wrong with that machine and that we should just change it. He said that changing parts to "see" if it works is the way we do things. I told him the way we should be doing things is by troubleshooting the problem before we start to replace multiply parts for no good reason. When I told him it is not the way we do things and with his experience he should have done better. He said he was not an expert and that I should just firing so he can get unemployment.



Corrective Action Form

Employee Name Jose Gonzalez

Date of Warning: 5-26-10

Branch 630

Type of Violation (circle) Attendance Safety Dishonesty/Theft Carelessness Tardiness
Insubordination Work Quality Drug/Alcohol

Violation Date: 5-25-10 Violation Time: 10:00am Place: Flagship _____

Company Statement: Jose was instructed to use his measuring cylinder to calibrate the chemicals being dispensed into Auto Chlor machines. Instead he has been using a visual method that is not accurate.

Employee Statement:
 I agree with Statement
 I disagree with Statement for the following reasons:

Employee Signature: _____
Date: _____

Warning Decision

Jose has been instructed to use the correct procedure to calibrate ACS machine at all times. If Jose can not perform ACS procedures he will continue to be disciplined.

Approved by: S.Villanueva

Title: Br Manager

Date: 5-26-10

Previous Warnings:

Date: _____
V/W _____

Date: _____
V/W _____

I have read this "warning decision" and understand it.

Employee Signature

Supervisor's Signature

Date

5-26-10

Date

Follow-Up Date: _____

Auto-Chlor
SYSTEM

PAGE #1

Corrective Action Form

Employee Name: Henry GonzalezDate of Warning: 8/24/07Branch b30

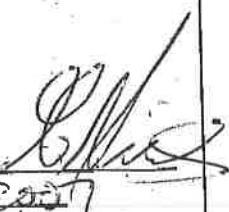
Type of Violation (circle) Attendance Safety Dishonesty/Theft Carelessness Tardiness
 Insubordination Work Quality Drug/Alcohol

Violation Date: 8/20/07 Violation Time: _____ Place: _____

Company Statement: Henry is continuously not paying attention to detail. His install paperwork continues to miss, Act info, serial#, rack reading or Address, causing us to have to go back.

- Henry continues to commit dates or info to customers after he was instructed to refer customers to office or their sales person.
- Henry is a very good employee, but sometimes moves to fast and misses important details.

Employee Statement:
 I agree with Statement
 I disagree with Statement for the following reasons:

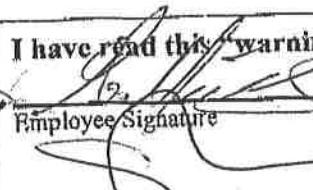
Employee Signature: Date: 7-17-2007

Warning Decision:
 Henry must become more consistent with his paperwork and pay more attention to details on all his tasks. Henry must refer all install questions or issues to the office or sales person. Henry must call his supervisor after every job to recap.
 Approved by: Samuel Villanueva Title: BL Mgr. Date:

Previous Warnings:

Date: _____
V/W: _____Date: _____
V/W: _____

I have read this "warning decision" and understand it.

Employee Signature 

Date _____

Supervisor's Signature 

Date _____

Follow-Up Date: _____

To Be Removed in brackets or less if no other issues 32

Auto-Chlor
SYSTEM

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Corrective Action Form

Employee Name:	<i>Jose Henry Sanchez</i>	Date of Warning:	
Branch	<i>63)</i>		
Type of Violation (circle)	Attendance Safety Dishonesty/Theft Carelessness Tardiness		
Insubordination	Work Quality Drug/Alcohol		
Violation Date:	<i>9</i>	Violation Time:	
		Place:	

Company Statement: New Customer accused Henry of having a bad attitude and arguing with his employee's. Henry has cost the company time and effort by not taking his time & following instructions. If he doesn't understand he must ask. He must not give his opinion to customers but refer them to sales or management.

Employee Statement:
 I agree with Statement
 I disagree with Statement for the following reasons:

Employee Signature: _____
Date: _____

Warning Decision
Henry must understand that the customer's pay our salaries if we are a service company. He must learn to slow down & listen to instructions. Any other issues will result in further disciplinary action
Approved by: *Samuel Villanueva* Title: Branch Mgr Date: _____

Previous Warnings:

Date: _____
V/W: _____

Date: _____
V/W: _____

I have read this "warning decision" and understand it.

Employee Signature _____ Date _____

Supervisor's Signature _____ Date _____

Follow-Up Date: _____

AUTO-CHLOR SYSTEM

Corrective Action Form

Employee Name: Jose Henry GonzalezDate of Warning: 7/2/08Branch 630

Written

Type of Violation (circle) Attendance Safety Dishonesty/Theft Carelessness Tardiness
 Insubordination Work Quality Drug/Alcohol

Violation Date: 6/14/08
7/2/08Violation Time: 3pm
BA

Place: _____

Company Statement: Henry continues to ignore the times set with customers for installs. On several occasions he has been instructed to pay attention to the start times posted on the install Board, but he continues to ignore it & fails to meet appointments set by the office.

Employee Statement:
 I agree with Statement
 I disagree with Statement for the following reasons:

Employee Signature: _____
 Date: _____

Warning Decision
 Henry must begin to pay attention to start times set on the Board by the office, if for any reason he can not meet an appointment set by office he must contact the mgr ASAP.

Approved by: Samuel Villanueva Title: BR MGR Date: 7/2/08

Previous Warnings:

Date: 5/1/08
V/W _____Date: 6/14/08
V/W _____

I have read this "warning decision" and understand it.

Employee Signature: S. Villanueva Date: 7/2/08Supervisor's Signature: S. Villanueva Date: 7/2/08

Follow-Up Date: _____

EMPLOYEE FACT FINDING SHEET

8/20/07 I spoke to Henry 3 previous times about writing his daily tasks as well as any duties I assign to him down because he has proven that he can not follow them correctly. He continues to perform the wrong duties.

today Lokal was supposed to be installed @ 8am I installed Henry on Friday to rebuild a A4 He rebuilt a U34 so they did not show up to the acot till 12pm. I told Henry on that same Friday not to commit to any customer any future dates or sales related information, but just refer them to the ~~out~~ office or their sales person.

That very day he told ~~A~~ ^{Install} customer we would be back on Mon. 8/20/07, but we could not because we had to bring Lokal @ 8am (full day). Customer called Rubin upset looking for Henry.

* Henry also continues to forget to enter Pack Reading, Serial #, or model # on Customer Service Report. He is not paying attention to detail.

EMPLOYEE FACT FINDING SHEET

11/18/08 - This Wed Morning Henry called to state that he left his hand truck at an acct from the day before. When I told him that was inconvenient, he ~~beg~~ ~~stated~~ because we have 2 install jobs scheduled & the first started @ 8AM. He responded by saying he called Gullo & changed the start time & that he couldn't do 2 jobs today or for the next 2 weeks because he has company over his house that he is entertaining. I told him he does not know if he will be able to complete both jobs in 8 hrs but in any event we will try. He told me I don't know anything about installing to ask Mike Brigoda & that it can't be done.

11/20/08 This morning Henry was given 2 P/R's
1. Nick's Pizzeria was P/O only @ 8AM &
2. Juliette's - an installation A/S. I told Henry he had to do the P/O 1st & then the install. Henry went to the install first. When I called Henry to ask why, because the customer & salesman was on site waiting he barked back at me saying I never told him & there is nothing he could do now because he started the install & it was a very big job that will take all day.